**Writing a Transgender Inclusion Statement**

Coming up to the next academic year, we understand that many of you will be looking at renewing/ writing your inclusion statements. The LGBTQ+ Network have curated this document to help you understand what to consider in your Transgender Inclusion Statement including terminology and an overview of the term transgender.

**Why do you need a statement?**

These statements are important to show new members what will be expected of them. Ensuring all your members are treated with respect is important and we hope your statements will help you to outline how this will be achieved. This in turn could widen your audience as well as create deeper relationships within your society/club.

A transgender inclusion statement will help students to understand that your society/club is safe space and will also enable your society/club to cater to a wider audience. Your members may identify as transgender (publicly or not), so it is important that you uphold your statement at all times.

**Things you should include:**

* Support: Discussing the support you will provide to transgender individuals is important. Ensuring that they understand that your society/club is a safe space where they are free to explore their gender identity with no judgement. Try to make this as specific as possible, this helps students to understand that you have taken the time to research how you can accommodate for an individual who identifies as transgender (ideally without them needing to publicly identify themselves)
* Terminology: Using the correct terminology is important as it shows you are educated on transgender identities and see them as valid. We do not expect you to discuss every gender but mentioning transgender as an umbrella term rather than just the identity may be helpful. (E.G. “… we will support transgender individuals, and everyone who identifies as a gender under the transgender umbrella...”). Some genders that come under the umbrella term of transgender are non-binary, gender-fluid and intersex – each identity may require different adaptations from your society/club.
* Confidentiality: It is important for you to respect openly trans individuals within your society/ club, but not all of your members may be comfortable with being open about their gender identity. You should show your members that you respect their privacy and will not cross their boundaries with what they are open about to the rest of the society/club. Within your inclusivity statement you may want to show that you will support members who are also private about their gender identity. This may include using different names for your public social media posts instead of their preferred name that they use within your group/society; or ensuring you use their preferred names rather than birth names on society/club documentations.
* Transphobia: At some point in your inclusivity statement, you may want to discuss an intolerance to any transphobia shown within the society/club and assure your members that transphobia will be dealt with properly.

**Appropriate Terminology:**

Although transgender can mean a person who has transitioned from one gender to another, it is also an umbrella term for many other gender identities.

(Disclaimer: This document does not cover all gender identities, and individuals in your societies/clubs may identify as something else.)

**Transgender:** An individual whose gender identity differs from their gender assigned at birth.

**Non-Binary:** An umbrella term as well as an identity used by those whose gender does not fit the gender binary.

**Agender:** An individual who does not have a gender identity or does not see gender identity as a relevant construct for themselves.

**Bigender:** An individual who identifies with both male and female gender identities.

**Genderfluid:** An individual whose gender identity can change across their lifetime.

**Pronouns:** These can be combined in numerous ways for describing an individual i.e. they/them; he/him; she/her; he/them; she/them etc.

**Inappropriate Terminology:**

**Gender Identity Disorder**

**Hermaphrodite**

**Pre-op/post-op**

**Sex Change**

**Shemale**

**Tranny**

**Transgendered**

**Transsexual**

(This is not an extensive list but are some of the most common incorrect terminologies that arise in conversations).

*Get in touch with the SU, or the LGBTQ+ Student Network if you have any queries or concerns about your inclusivity statement.*